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CIRCULATE

CLIFFSIDE PARK BOARD OF EDUCATION LIBRARY
CLIFFSIDE PARK, NEW JERSEY Institute of Management and
CUSTODIAL SALARY AGREEMENT Labor Relations
SCHOOL YEAR 1975-1976 JUN 1975
RUTGERS UNIVERSITY

PURSUANT TO CHAPTER 303 PUBLIC LAWS OF NEW JERSEY 1968, THE CLIFFSIDE PARK BOARD OF EDUCATION HEREBY RECOGNIZES THE CLIFFSIDE PARK SCHOOL CUSTODIANS' ASSOCIATION AS THE EXCLUSIVE AND SOLE REPRESENTATIVE FOR COLLECTIVE NEGOTIATIONS CONCERNING THE TERMS AND CONDITIONS OF EMPLOYMENT FOR CUSTODIAL PERSONNEL.

ARTICLE 1- SALARIES

A. SALARY GUIDE FOR SCHOOL CUSTODIANS FOR SCHOOL YEAR 1975-1976

MINIMUM..... \$ 6,835.00 MAXIMUM.....\$ 11,713.00

B. AN ADDITIONAL \$ 100.00 SHALL BE PAID TO ANY CUSTODIAN, WHO SHALL BE ASSIGNED TO MAINTENANCE DUTY. MAXIMUM \$ 11,813.00.

C. A HEAD CUSTODIAN IN THE CLIFFSIDE PARK HIGH SCHOOL WILL BE APPOINTED FOR THE SCHOOL YEAR 1975-1976 WITH ADDITIONAL COMPENSATION IN THE AMOUNT OF \$ 500.00.

D. THE ADDITIONAL SUM OF \$ 200.00 SHALL BE ADDED TO THE YEARLY SALARY OF CUSTODIANS WHO WORK ON THE NIGHT SHIFT.

E. OVERTIME COMPENSATION

For work performed over and above forty hours per week compensation will be paid at the rate of one and one-half times the custodian's hourly wage; it being understood that the custodian must be at work for 40 hours per week (expect on the holidays listed below) in order to receive overtime pay. It is (shall) also be understood that if a custodian is asked to work on one of the holidays listed below, he will be compensated at the rate of one and one-half times his regular hourly rate, in addition to his regular wage for that day.

F. Each custodian employed in the Cliffside Park School System for 6 months or more (as stated in our Policy Statement) will receive \$900.00 more for the year of 1975-1976.

-----ARTICLE 2---- HEALTH INSURANCE-----

HEALTH INSURANCE COVERAGE IN THE STATE HEALTH BENEFIT PLAN IS GRANTED TO ALL CUSTODIANS AND THEIR DEPENDENTS, EFFECTIVE JULY 1, 1975..

-----ARTICLE 3---- HOLIDAYS FOR CUSTODIANS-----

CUSTODIANS SHALL HAVE 14 HOLIDAYS WITH PAY EACH YEAR, AS FOLLOWS:

NEW YEAR'S EVE	VETERAN'S DAY (STATE ONLY)
NEW YEAR'S DAY	THANKSGIVING DAY
LINCOLN'S BIRTHDAY	DAY FOLLOWING THANKSGIVING
WASHINGTON'S BIRTHDAY	CHRISTMAS EVE
GOOD FRIDAY	CHRISTMAS DAY
MEMORIAL DAY	LABOR DAY
INDEPENDENCE DAY	COLUMBUS DAY

THIS SALARY GUIDE SHALL BECOME EFFECTIVE JULY 1, 1975.

Mary Cheschler

SIGNATURE OF CUSTODIAL ASSO. REPRESENTATIVE

Peter D. Lee

SIGNATURE OF CLIFFSIDE PARK BOARD SECTY.
REPRESENTATIVE OF CLIFFSIDE PARK BD. OF ED.